



# Paving a Path to the Future

## Child Care Aware® of Missouri 2014 Annual Report

Funding Provided by the Missouri Department of Social Services, Children's Division, Early Childhood and Prevention Services Section



# Our Mission:



## What We Do:

Our Mission:

To improve the outcomes for children and families—especially those who use Missouri's child care, early education, and after-school programs—ensuring that children and youth are prepared for success in school and for future participation in a globally-competitive economy.

### Intermediary Roles



### Service Delivery



### Organization Profile



### Resource & Referral



### Long-Term Outcomes

- Leadership in Public Policy
- Educating Citizens to Take Action on Early Care and Education
- Informing and Shaping Missouri's Early Care and Education System



### Training & Coaching

- Taking Steps to Healthy Success—Obesity Prevention
- Child Abuse and Neglect Prevention
- EFEC+: Emotional Foundations for Early Childhood-Plus—Mental Health
- Training Academy—on-line professional development

### Strategic Direction

T.E.A.C.H. MISSOURI

Workforce Development Starts in the First 5 Years

\$530k In Scholarships Annually

### Impacting

5,500+ ECE Professionals



### Annually

81,000+ Children



# Financial Position:

## Assets & Liabilities

\$2,534,668	\$2,170,216
Total Assets	Total Liabilities
↓	
	\$506,157
	Net Assets, Beginning of Year
↓	
	(\$141,705)
	Change in Net Assets
↓	
	\$364,452
	Net Assets, End of Year
↓	
\$2,534,668	\$2,534,668
Total Assets	Total Liabilities and Net Assets

## Our Funders:

Child Care Aware® of Missouri Board of Directors and Staff

Children's Trust Fund of Missouri

Missouri Department of Social Services

Missouri Department of Elementary and Secondary Education

Nemours/Centers for Disease Control

Project LAUNCH

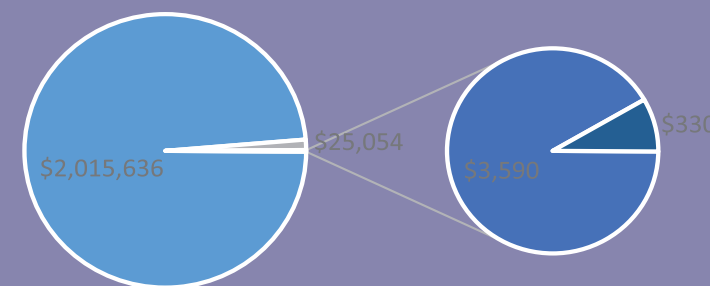
Missouri Department of Health and Senior Services

United Way of Central Missouri



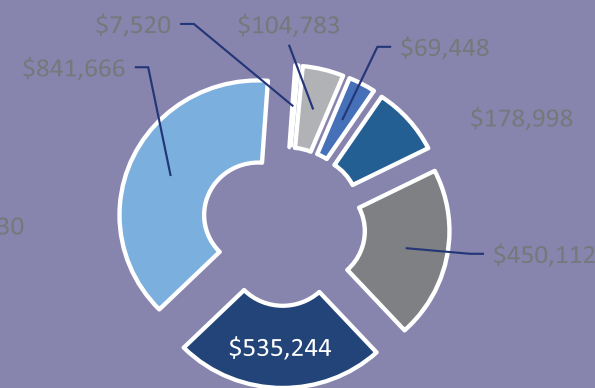
## Financial Position:

### 2014 Revenues



- State/Federal Funds
- Investment and Earned Revenues
- Donations
- Foundations

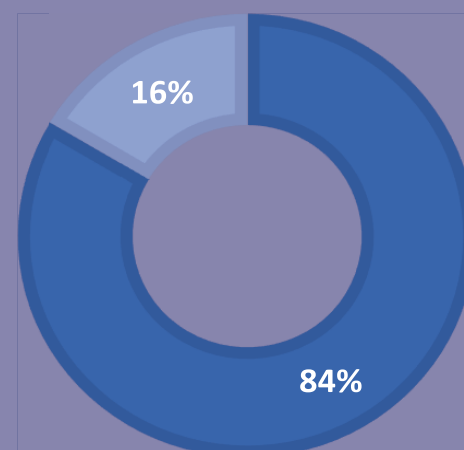
### 2014 Expenses



- Fundraising Expenses
- Amortization
- Other
- Administration
- T.E.A.C.H. MISSOURI
- Regional Agency Pass Through
- Direct Service

### PROGRAM EXPENSES

84% of  
Expenses Spent  
on Programs



- Program Services
- Other



## Letter from the CEO:

Our title is much more than rhetoric on the front cover of an annual report; it perfectly and succinctly describes this year. With vision, intention, daring, and grit, our board and staff began paving a new path for Child Care Aware® of Missouri. We are doing so at the leading edge of change in the child care resource and referral sector, as well as in early care and education, both as a profession and an industry.

In the first quarter of FY14, the board completed its strategic planning process and, building on our many strengths, took the first steps into a broader mission and some bold, innovative strategic directions. A significant commitment of reserves launched our new path to the future. At the same time, we achieved renewal of our largest state contract, which the Department of Social Services had competed for the first time in our 13-year history.

Enthusiasm for our new strategic priorities and contractual commitments didn't change the landscape of the new economy. In the language of *Good to Great: Why Some Companies Make the Leap...and Others Don't*, by James C. Collins, constrained resources and new goals required us to ensure the right seats on our "bus" and the right people in those seats. In the second and third quarters, we undertook a significant restructuring of our staff, eliminating nine positions and adding seven new ones. In this process, we opened our work to fresh influences and still retained good talent, with a third of those from previous positions re-hired into new ones.

The fourth quarter saw us synchronizing our reconfigured staff and taking the first bold steps down our new path, with vigorous efforts in development of funding and board strength. We're seeing that vigor rewarded in FY15...but that's for next year's report!

From this year, the key lesson came also from James C. Collin's groundbreaking book: "Greatness is not a function of circumstance. Greatness, it turns out, is largely a matter of conscious choice." Thank you for your interest in our work and your support as we continue to strive for increasing greatness. I am grateful and proud to continue speaking...

For Missouri's Most Trusted Child Care Resource,

Dr. L. Carol Scott  
CEO, Child Care Aware® of Missouri

# Our Leadership:

## Board of Directors

Jandra Carter, Chair Retired
Dan Isom, Vice Chair UMSL
Dr. Barton Wechsler, Vice Chair Harry S Truman School of Public Administration
Kathy Fridge, Secretary Springfield Kids Directory
Jennifer Wright, Treasurer Arsenal Credit Union
Hollye Stolz Atwood Bryan Cave
Jeanne Jarrett Ameren
Ryan Mortland MB Technology Solutions
Heather Riley Wells Fargo Advisors
Hope Whitehead Whitehead & Associates
Dean Olson Child Care Aware® of Western Missouri
Margo Heger Smith Child Care Aware® of Eastern Missouri
Nicole Piper Child Care Aware® of Southern Missouri

## Staff

(Staff Restructured in 2014)

Dr. L. Carol Scott Chief Executive Officer
Misty O'Keefe Chief Operating Officer
Beth Ann Lang Chief, Quality Improvement
Megan-Ellyia Green Chief, Data & Communications
Cindy Dehner Director, Training
Megan Klenke Director, Wellness Initiatives
Shelly Lock Director, Program Services
Janet Robison Assistant Director, Program Services
Penny Mosher T.E.A.C.H. MISSOURI, Program Manager
Joyce Hoffman Accounting Specialist
Sue Kuda Resource Specialist
Melissa McAlpine T.E.A.C.H. MISSOURI, Program Specialist
Jonni McCaslin Training Coordination Program Specialist
Katie Orf Resource Specialist
Emily Sims Resource Specialist

We bid farewell to:

Robin Zellers Chief, Community Engagement
Mary Grasse Director, Data Quality
Joanne Nelson Director, Central Region
Trinette Brewer Early Childhood/After School Specialist
Terri Foltz Early Childhood/After School Specialist
Melissa Schulte Referral Specialist
Rebecca Germann Resource Specialist

# Our Programs:

## T.E.A.C.H. MISSOURI Scholarship

### Education



Contracts served in  
2014



Over \$165,000 paid  
to Missouri colleges



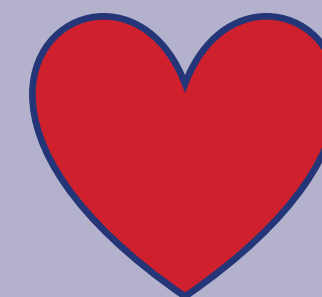
1229 credit hours in  
2014

### Quality



Over 1670 Missouri  
children in T.E.A.C.H.  
MISSOURI classrooms.

### The Heart of the Matter



1771 Recipients with...  
3101 Contracts for...  
33,988 Credits since  
T.E.A.C.H. MISSOURI started  
15 years ago.

### Partnership



72 Centers and family  
care programs working  
with T.E.A.C.H. MISSOURI  
to improve early  
childhood education.

Average GPA for  
recipients  
completing  
contracts = 3.28

Recipients  
attended 20  
Missouri colleges  
and universities.



### Compensation



4.73% increase in salary  
for completed contracts.



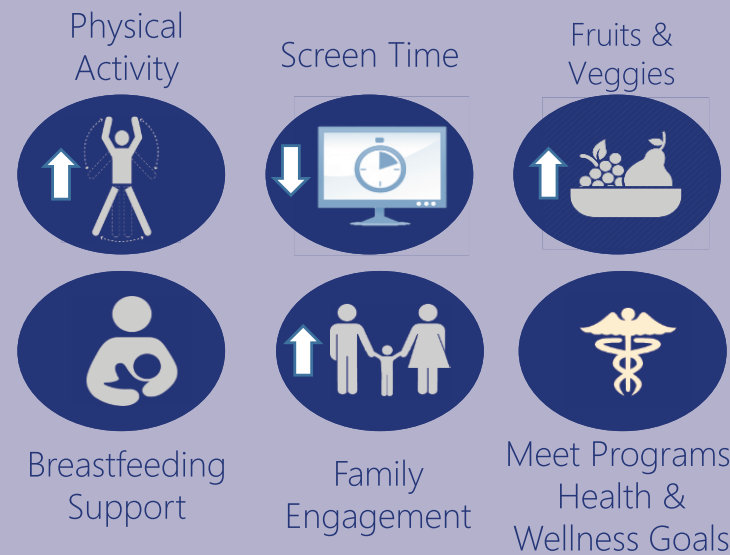
95% retention of early childhood  
teachers in the scholarship



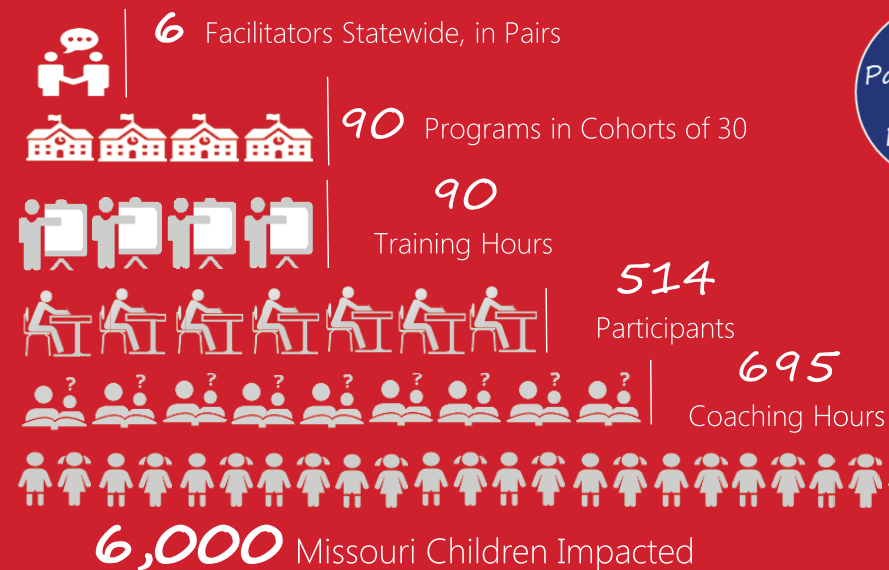
# Our Programs:

## Taking Steps to Healthy Success

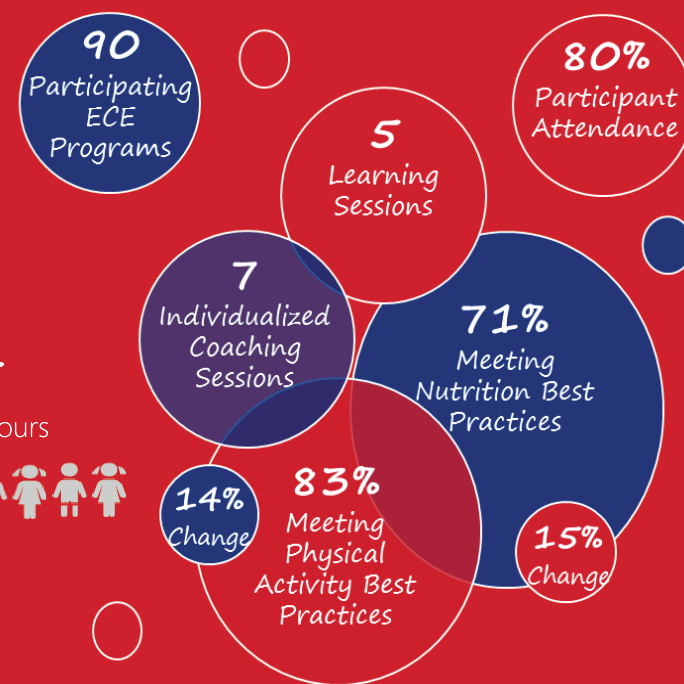
### Program Goals



### Learning Collaborative Model for Success



### 2014 Outcomes



### Funders



# Our Reach:





# Our Programs:

## 2014 Total Training & Coaching

1,624

Hours of Training & Coaching



More than 90% of participants are satisfied with the training they received from Child Care Aware® of Missouri and its Regional Agencies.



5,476

Professionals Trained Face-To-Face

607

Clock Hours of Training Provided



170

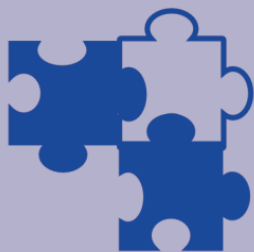
Professionals Trained On-Line



"The presenter was by far the best presenter of child related information I have ever encountered." – 2014 Training Participant in St. Louis, MO

219

Customized Training Resources Provided to Programs



11%

Increase in Knowledge

98%

Of Learning Goals Completed



7%

Increase in Knowledge

81,176

Children Impacted



1,129

Children Impacted



# Our Programs:

## Preventing Child Abuse & Neglect

17

Participating Programs



232

Hours of Coaching Provided

